From:	Dante King
Subject:	Fwd: Black Employee Alliance Follow-Up/Next Meeting March 26th 12-1:30
Date:	Saturday, March 02, 2019 6:57:47 PM
Attachments:	Workforce Development Equity Action Plan.pdf Black African American Alliance.pptx Executive Directive 18-02 - Diverse, Fair, Inclusive City Workplace.pdf NAACP-report-July-2013.pdf BEA Asks.docx

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Hi again all -

I am re-sending along with the NAACP Report.
---------- Forwarded message ---------
From: **Dante King** <dante@danteking.com>
Date: Sat, Mar 2, 2019 at 6:49 PM
Subject: Fwd: Black Employee Alliance Follow-Up/Next Meeting March 26th 12-1:30
To:

Good afternoon everyone –

I forwarded the earlier email below, along with several documents to be examined prior to our next meeting.

I am including an additional report from the NAACP, which was produced for the City of Berkeley, back in 2013.

Please also review this document and highlight specific concerns/issues that resonate with you personally; in terms of addressing inequities and anti-blackness here at the City and County of San Francisco.

I look forward to very robust conversation and discussion at our next upcoming session.

The last meeting was a huge success; and as a result - many more individuals have been suggested/recommended to participate our group's endeavor.

Some of you have already RSVP'd. For those of you who have not had an opportunity to do so, I am including the link again.

Please also share with others you know and invite them to join.

This is not just a group; we are a movement!

WE NEED EACH OTHER; NEED TO HEAR FROM EACH OTHER; AND NEED TO EMPOWER EACH OTHER!!

Black Employee Alliance RSVP

I look forward to participating with you all!

Dante King

---------- Forwarded message ---------
From: Dante King <dante@danteking.com>
Date: Tue, Feb 26, 2019, 5:23 PM
Subject: Black Employee Alliance Follow-Up/Next Meeting March 26th 12-1:30
To:

Greetings all!l -

The Black Employee Alliance is pleased to announce that our next meeting will be held Tuesday, March 26th, at 25 Van Ness, Room 610 (6th Floor).

Attached, you will find several items that we will reference during our time together:

- Draft of our initial introductory announcement/cover letter, which will be used to introduce ourselves to allies, City and County leaders, department heads, managers and supervisors, etc.
- Example of a Workforce Development Equity Action Plan - Developed by Multnomah County. We could potentially use a similar framework once we finalize and determine concrete goals.
- Example of "Tangibles (Asks)" developed by SF City and County employees in 2014 - Some of the ideas included in this document reflect key concerns reflected in our notes from our first meeting - and it could behoove us to include such recommendations and items in our final list of asks.
- PowerPoint from kick-off meeting (as requested by many).
- Mayor's Directive - to refer to initial steps the organization is taking outlined through the Mayor's Office.

Please review draft letter along with the Workforce Development Equity Action Plan. We will discuss our ideas about the Workforce Development Equity Action plan; as well as continue accumulating a list of "tangibles (asks)" from our previous meeting. We are looking to frame our tangibles in similar formats.

We will have a compiled list of ideas (from our initial kick-off meeting) shortly, and hope to send within the next week or so; as we want to ensure everyone has clarity about existing concerns and desires.

I have included a Doodle poll to track RSVP's. Please access the link and list your name if you plan to attend.

Black Employee Alliance RSVP

If you are unable to attend, no worries. There will be other opportunities.

Additionally, I am also including the links to one of the hearings held by the Board of Supervisors (on behalf of African American employees of SEIU 1021). The hearings were titled: African American Workforce Hiring, Retention and Promotional Opportunities (Workplace Discrimination and Complaints). Please take a look if you have not already.

Hearing 2

I look forward to reconvening our group; and celebrating and uplifting black empowerment.

If you have any questions, please let me know.
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Dante D. King

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Dante D. King
Consultant